

MEMO FOR: DDTR

SUBJECT: The CS Professional Training Program

*(program has been indefinitely
suspended - 3/72)*

REF: [redacted] Memo, 30 Nov 71, Same Subject

The reference reminds me of the comment by a star defensive tackle in pro football who, when asked how he played his position, replied: "I grab every guy on the other team I can until I find the one with the ball."

This memo ~~has~~ does just about that -- but never quite gets to the ball carrier. Breach of training "commitments", lack of personal counseling, inability to gain CT status, etc almost certainly are irritants in the PT Program. But the heart of the matter is the incompatibility of bright college graduates having to engage in tedious, unstimulating work for up to 1½ years, waiting in the wings as it were until they get a substantive crack at being Agency professionals.


The "unavailability of the CT Program to internal applicants" (para-graph 6) is a curious criticism. Had the PT Program operated as planned, [redacted] PT's would have had precisely the same training cycle as CT's insofar as formal courses were concerned. They have lacked only the interim assignments, the opportunity for change of career direction if circumstances dictated, and personal career counseling. I suppose they would have lacked the "halo", also.

In a broader sense, though, I do think that closing the CT Program to internals would be a serious misstep. It has been a means whereby talented people, stuck in the wrong jobs, or subprofessionals who acquired qualifications beyond their immediate job demands could make the transition to a happier professional life. The gain to both individual morale and Agency activities should not be dismissed.

Transitions of this sort are not easy to make, other than through the CT Program, because not many Agency components have the slots to spare, the evaluative techniques, knowledge of training, and counseling services needed to make them succeed.

Parenthetically, I must say I am once again wearied by the resurrection in this paper. Approved For Release 2005/07/13 : CIA-RDP78-06213A000100090005-9 (over)

the CS thinks in terms of talking to an individual about his career or staff personnel matters, they resort to a "panel of senior officers" to do the job, i.e. to preach the gospel of toughness and indoctrination, and not to deal with the individual ~~in terms~~ on the merits of his case.



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